



Rajya Chemicals and Fertilizers Ltd

## *Activity Report of Programmes conducted for RCF Women Employees January 2014 to December 2014*

### **Activity I : Women's Day Celebration on 8<sup>th</sup> March 2014:**



Women's Day was celebrated at RCF in association with Jyoti Ladies Club on 8<sup>th</sup> March 2014 at Gangadhar Deshmukh Hall. All Women Family members of RCF i.e. Women Employees and Female Members of RCF Employees were invited to attend this programme.

The occasion commenced by a prayer song by Mrs. Medha Wankar. President RCF Women Cell, Dr. Mrs. Vineeta Rao along with other members of Women Cell welcomed the dignitaries. Mrs.

Rupali Wadhvani, member of Women Cell briefed the gathering about the women achievements at National and International level for year 2013. Around **469** women participants attended this one day programme which included RCF employees, members of Jyoti Ladies Club of RCF, and women family members of RCF employees. Mrs. Leena Bhagat, Secretary Jyoti Ladies Club briefed about the achievements and responsibilities of the Jyoti Ladies Club.

The programme was inaugurated by Smt. Kowsalya Rajan President Jyoti Ladies Club of RCF. In her welcome speech Mrs. Kowsalya Rajan, highlighted the strengths of a woman and her role in strengthening every relationship. Mrs. Nanda Kulkarni, Secretary RCF Women Cell highlighted on the roles and responsibilities of RCF Women Cell.

Ms. Nazhat J Shaikh, Chief Manager (Finance) and Mrs. Pushpalata Samel, Executive – Nurse were felicitated by the hand of Mrs. Kowsalya Rajan for being conferred with the **Third Place** for Best Women Employee Award – Executive category and **Second Place** for Best Women Employee Award – Non officer cadre by the forum of Women in Public Sector (WIPS) for year 2014.

*Later the guest speakers were invited to express their views on different themes;*

**Mrs. Aparnatai Ramtirthkar**, a noted social worker shared her views on “Jarase Bhan Rahu Dya”. She highlighted on the values a woman should have and a mother's contribution and responsibility towards imbuing those values in her children. She strongly expressed the importance of respecting elders and maintaining relations which has become the need of the hour.

Later our two women employees, Mrs. Prutha Phadnis & Mrs. Vibhuti Surve interviewed the members and Mrs. Asha Jindal, Chairperson of **Tata Motors Grihini Social Welfare Society**. The dialogue with the welfare society helped us in getting information right from its inception to the present day to day management of the society. There was an important message which was shared about women empowerment and how it has helped to mould the personalities of many women.

**Mrs. Thamabai Pawar**, a noted social worker shared her experiences about different issues related to women empowerment at adivasi areas. Along with a troupe of adivasi ladies they sang beautiful bhajan and kirtans which enlightened the occasion.

The last session for the day was a skit which was performed by **Stree Mukti Sanghatana** on the theme “Beti Aai Hai”. This organization helps liberate women from economic, social, political, cultural and psychological oppression. Through the skit a very strong message was delivered on the importance of a girl child and her different phases of life. The skit gave a preview of cultural realities and emotional thoughts which go with the society. The skit helped the audience to become aware of the strengths a girl has to face challenges of life and at the same time excel in her own way.

Three women participants were declared winners of the lucky draw announced at the end of the programme. This one day programme was appreciated by the participants and all of them enjoyed this day.

**Activity II: Programme on Women Strengths & Empowerment on 7<sup>th</sup> April 2014**

Programme on “Women Strength & Empowerment” was organized on 7<sup>th</sup> April 2014 for RCF Women Employees of Thal Unit. The Objective was to empower the women employees to achieve higher levels of job satisfaction and improve their morale. The learning imparted emphasized on upgrading the present skill sets at work and personal life as well. The programme was conducted by Mrs. Surabhi Naik from Institute of Psychological Health (IPH)

**Activity III: 1 day Programme for members of POSH Committee and RCF Women Employees (Trombay & Thal Unit) at RCF on “Sexual Harassment of Women at Workplace”**



Oneday Programme for members of POSH Committee and RCF Women Employees (Trombay & Thal Unit) at RCF on “Sexual Harassment of Women at Workplace” was organized on 23<sup>rd</sup> June 2014.

The programme was organized to create awareness about the rights of the female employees. To create awareness about the provisions of the Act and complaint mechanism provided in the said Act. To give training to committee members to conduct a proper enquiry in case of complaint about sexual harassment and prepare a proper enquiry report and rights and responsibilities of committee members.

**Activity IV:**

The 25<sup>th</sup> WIPS Regional Meet- Western Region was organized at Rashtriya Chemicals and Fertilizers Ltd on 8<sup>th</sup> November 2014 at RCF Gangadhar Deshmukh Hall, where 158 RCF Women Employees participated. Our Chairman and Managing Director, Shri R G Rajan was the Guest of Honor on this occasion.



**Activity V:**

The organization has sponsored membership of WIPS (Women in Public Sector) for all the women employees. A few women employees were also nominated for the regional/ annual Meets of WIPS.

**Activity VI:**

Women's washrooms / Welfare Rooms, Bio-Toilets for female Contract Labour, have been provided wherever necessary.

**Activity VII:**

Stress Test/Cancer Check-up/ Health Management programmes are organized for ladies in surrounding area all these gender sensitive expenditure requires proper gender budgeting.

**Activity VIII:**

Agriculture Training programmes are arranged for Women at Nagpur Farmers Training Institute.

**Activity IX:**

Haldi Kum Kum is organized for RCF Women Employees